

# Probation Board for Northern Ireland

## SECTION 75 EQUALTY SCREENING REPORT

Under its Equality Scheme, the Probation Board for Northern Ireland (PBNI) has committed to publishing quarterly reports on all policies screened in the previous three months.

### What is Section 75 Policy Screening?

The purpose of equality screening is to identify those policies that are likely to have an impact on equality of opportunity and / or good relations. The equality screening process allows PBNI to ask a number of questions to identify and measure the impact or likely impact of the proposed policy on people in each of the section 75 categories and / or the impact or likely impact on good relations. One of the following outcomes is likely to be:

1. Where no impact is identified, the policy is screened out which means we do not consider that full equality impact assessment (EQIA) is required.
2. Where a minor impact is identified, we may need to review the policy to see if anything can be done to mitigate that impact.
3. Where a major impact is identified, we are required to carry out an equality impact assessment (EQIA) and in depth review of the policy.

The following policies were screened and the outcome of the screening exercise is noted.

Reporting Period	Policy	Policy Summary	Date of Screening	Outcome of Screening
2023 / 2024	Recruitment and Selection Policy	Policy and Procedure sets out the framework for conducting recruitment and selection exercises for PBNI.	January 2023	Screened out
2023 / 2024	Voluntary Transfer and Mobility Policy	Policy and Procedure sets out the arrangements for filling posts internally, by way of voluntary arrangements or a management decision to move employees to posts, to meet organizational need.	June 2023	Screened out
2023 / 2024	Starting Pay on Appointment Policy	Policy sets out the circumstances when a new appointee can request to be paid above the starting point on the salary scale for the post they have been offered.	June 2023	Screened out
2023 / 2024	Budget - Enhanced Combination Orders	ECOs have been promoted through the courts as an alternative to short prison sentences as part of a five stage pilot programme. The screening exercise was undertaken to assess the impact on decisions to	June 2023	Screened out

Reporting Period	Policy	Policy Summary	Date of Screening	Outcome of Screening
		manage ECOs taking account of budget.		
2023 / 2024	Budget – Funding of Community and Voluntary Sector	PBNI fund a number of initiatives with partner organisations in the Community and Voluntary Sector. The screening exercise was undertaken to assess the impact on decisions to CVS Funding taking account of budget.	June 2023	Screened out
2023 / 2024	Budget – Programme Delivery	PBNI provide a number of interventions directed at eh perpetrators of Domestic Violence. The screening exercise was undertaken to assess the impact on decisions to manage Programme Delivery taking account of budget.	June 2023	Screened out
2023 / 2024	Provision of Services for Non English Speakers	PBNI provide a number of interventions directed providing translation services for non English speaking service users.	November 2023	Screened out

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